

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Internal Complaint Activity**  
**VA-Wide**

29 CFR §1614.704(a) - ©	29 CFR §1614.705 Comparative Data					
Complaint Activity	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Number of Complaints Filed in FY 1614.704(a)	2199	2369	2347	2047	2139	1142
Number of Complainants 1614.704(b)	2083	2198	2165	1934	2013	1126
Repeat Filers 1614.704(c)	116	147	154	99	115	16

29 CFR §1614.704(d)	29 CFR §1614.705 Comparative Data					
Complaints by Basis	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Race	1566	873	873	721	787	412
Color	130	67	71	55	101	48
Religion	121	58	83	73	58	32
Reprisal	1767	869	923	865	919	493
Sex	1153	609	607	530	593	321
National Origin	347	187	207	166	160	98
Equal Pay Act	12	6	9	11	20	3
Age	1042	590	578	494	522	258
Disability	1219	659	666	586	635	365
Other	0	0	0	0	0	0
Non-EEO						

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29 CFR §1614.704(e)	29 CFR §1614.705 Comparative Data					
Complaints by Issue	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Appointment/Hire	79	108	115	66	63	36
Assignment of Duties	154	131	128	101	132	96
Awards	32	18	20	18	21	6
Conversion to Full-time	1	1	1	0	3	1
<b>Disciplinary Action</b>	<b>342</b>	<b>350</b>	<b>410</b>	<b>305</b>	<b>346</b>	<b>174</b>
Demotion	11	15	23	15	15	6
Reprimand	59	57	59	58	61	29
Suspension	87	103	121	101	89	57
Removal	56	69	66	43	54	18
Other	129	106	141	88	127	64
Duty Hours	65	30	53	49	50	46
Evaluation Appraisal	146	171	182	161	150	133
Examination/Test	2	0	1	0	1	1
<b>Harassment</b>	<b>1734</b>	<b>1101</b>	<b>1175</b>	<b>1058</b>	<b>1163</b>	<b>664</b>
Non-Sexual	1661	1019	1111	984	1078	607
Sexual	73	82	64	74	85	57
Medical Examination	14	6	9	7	7	6
Pay (Including Overtime)	87	97	75	100	128	72
Promotion/Non-Selection	440	393	423	343	385	186
<b>Reassignment</b>	<b>88</b>	<b>77</b>	<b>80</b>	<b>77</b>	<b>82</b>	<b>55</b>
Denied						
Directed						
Reasonable Accommodation	131	172	170	186	240	148
Reinstatement	3	1	0	0	1	0
Retirement	30	31	24	22	26	18
Termination	273	225	174	130	161	72
Terms/Conditions of Employment	48	44	8	33	41	30
Time and Attendance	171	153	170	153	194	125
Training	63	69	72	49	60	36
Other	411	311	317	237	277	160

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29 CFR §1614.704(f)													
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		Previous Fiscal Year Data										Num.	Ave. Days
		Num.	Ave. Days	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	Num.	Ave.D ays	2015	
		2010		2011		2012		2013		2014			
All complaints pending in Investigative Stage	1614.704	571	116.5	564	114.9	751	124.6	818	158.2	634	125.1	795	135.1
All complaints pending in Final Agency Action Stage	(f) (1)	268	500.6	317	503.3	290	511.6	213	535.3	311	478.1	295	530.6
All complaints pending in which Hearing was not requested	1614.704												
	(f) (2)	261	483.7	301	472.6	276	494.7	197	507.0	298	468.8	280	511.6
Time in Investigation Stage		261	181.5	301	180.3	276	168.3	197	207.2	298	203.3	280	191.3
Time to issue Final Agency Action		506	*120	465	*125	527	*181	515	125	523	136	313	155
All complaints pending in which a Hearing was requested	1614.704												
	(f) (3)	1367	554.3	1435	592.4	1521	622.2	1683	714.7	2180	722.4	2291	772.0
Time in Investigation Stage		1367	181.8	1435	183.0	1521	183.2	1683	201.8	2180	206.2	2291	201.6
Time to issue Final Agency Action		365	14	439	15	399	13	320	14	287	17	150	13

<b>29 CFR §1614.704(g)</b>	<b>29 CFR §1614.705 Comparative Data</b>					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Total Complaints Dismissed by Agency	418	556	423	345	283	137
Average days pending prior to dismissal	48.74	49.3	57.3	61.4	58.0	50.0

29 CFR §1614.704(h)	29 CFR §1614.705 Comparative Data					2015
Complaints Withdrawn by Complainants	Previous Fiscal Year Data					
	2010	2011	2012	2013	2014	
Total Complaints Withdrawn by Complainants	178	203	222	62	179	78

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29 CFR §1614.704(i)	29 CFR §1614.705 Comparative Data											
Total Final Agency Actions Finding Discrimination	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	33	100	33	1	41	100%	36	100%	31	100%	17	100%
Without Hearing 704(h)(2)	10	30%	10	30%	15	37%	20	56%	15	48%	10	59%
With Hearing 704(h)(3)	23	70%	23	70%	26	63%	16	44%	16	52%	7	41%

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	33	100%	33	100%	41	100%	36	100%	31	100%	17	100%
Appointment/Hire	1	3%			2	5%	1	3%			0	0%
Assignment of Duties	3	9%	2	6%	1	2%	1	3%			1	6%
Awards	1	3%	1	3%	1	2%			1	3%	0	0%
Conversion to Full-time	0	0%	1	3%							0	0%
Disciplinary Action	0	0%					2	6%				
Demotion	0	0%	1	3%							0	0%
Reprimand	0	0%			1	2%					2	12%
Suspension	3	9%	5	15%			1	3%			0	0%
Removal	0	0%			1	2%	1	3%	1	3%	0	0%
Other	0	0%	1	3%	1	2%					1	6%
Duty Hours	0	0%					1	3%	1	3%	1	6%
Evaluation Appraisal	2	6%	2	6%	2	5%	1	3%	1	3%	5	29%
Examination/Test	0	0%									0	0%
Harassment	0	0%					12	33%	11	35%	8	47%
Non-Sexual	5	15%	4	12%	6	15%	6	17%	9	29%	7	41%
Sexual	4	12%	3	9%	4	10%	6	17%	2	6%	1	6%
Medical Examination	0	0%	2	6%	1	2%					0	0%
Pay (Including Overtime)	0	0%	1	3%			2	6%			2	12%
Promotion/Non-Selection	12	36%	6	18%	8	20%	3	8%	3	10%	3	17%
Reassignment	0	0%					1	3%			0	0%
Denied	1	3%					1	3%			0	0%
Directed	1	3%			2	5%			3	10%	0	0%
Reasonable Accommodation	3	9%	8	24%	10	24%	10	28%	10	32%	2	12%
Reinstatement	1	3%									0	0%
Retirement	0	0%									0	0%
Termination	4	12%	3	9%	2	5%	4	11%	4	13%	2	12%
Terms/Conditions of Employment	1	3%									2	12%
Time and Attendance	1	3%	2	6%	2	5%			1	3%	1	6%
Training	0	0%									0	0%
Other	8	24%	4	12%	7	17%	4	11%	6	19%	2	12%

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Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing 704(k)(3)	23	100%	23	70%	26	63%	36	100%	16	100%	7	100%
Appointment/Hire	1	100%					1	100%			0	0%
Assignment of Duties	3	100%	1	50%	1	100%					1	14%
Awards	1	100%	1	100%	1	100%			1	6%	0	0%
Conversion to Full-time	0	0%	1	100%							0	0%
Disciplinary Action	0	0%					2	100%				
Demotion	0	0	1	1							0	0%
Reprimand	0	0%			1	100%					0	0%
Suspension	2	67%	4	80%			1	100%			0	0%
Removal	0	0%			1	100%	1	100%			0	0%
Other	0	0%	1	100%							1	14%
Duty Hours	0	0%					1	100%	1	6%	1	14%
Evaluation Appraisal	2	100%	2	100%	2	100%			1	6%	5	71%
Examination/Test	0	0%									0	0%
Harassment	0	0%					5	42%	6	38%	4	57%
Non-Sexual	2	40%	3	75%	5	83%	2	33%	6	38%	4	57%
Sexual	0	0%	2	67%	2	50%	3	50%			0	0%
Medical Examination	0	0%	1	50%	1	100%					0	0%
Pay (Including Overtime)	0	0%					2	100%			0	0%
Promotion/Non-Selection	12	100%	6	100%	6	75%	3	100%	2	13%	2	28%
Reassignment	0	0%									0	0%
Denied	1	100									0	0%
Directed	0	0%			1	50%			1	6%	0	0%
Reasonable Accommodation	1	33%	3	38%	4	40%	2	20%	6	38%	0	0%
Reinstatement	1	100%									0	0%
Retirement	0	0%									0	0%
Termination	0	0%	2	67%	1	50%	3	75%	2	13%	0	0%
Terms/Conditions of Employment	1	25%									1	14%
Time and Attendance	1	100%	2	100%	2	100%			1	6%	0	0%
Training	0	0%									0	0%
Other	5	63%	2	50%	4	57%	1	25%			1	14%

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29 CFR §1614.704(k)	29 CFR §1614.705 Comparative Data											
Findings of Discrimination Rendered by Issue	Previous Fiscal Year Data										2015	
	2010		2011		2012		2013		2014			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(k)(1)	33	100%	33	100%	41	100%	36	100%	31	100%	17	100%
Findings Without Hearing 704(k)(2)	10	30%	10	30%	15	37%	20	56%	15	100%	10	59%
Appointment/Hire	0	0%			2	100%					0	0%
Assignment of Duties	0	0%	1	50%			1	100%			0	0%
Awards	0	0%									0	0%
Conversion to Full-time	0	0%									0	0%
Disciplinary Action	0	0%										
Demotion	0	0%									0	0%
Reprimand	0	0%									2	12%
Suspension	1	33%	1	20%							0	0%
Removal	0	0%							1	7%	0	0%
Other	0	0%			1	100%					0	0%
Duty Hours	0	0%									0	0%
Evaluation Appraisal	0	0%					1	100%			0	0%
Examination/Test	0	0%									0	0%
Harassment	0	0%					7	58%			4	23%
Non-Sexual	3	60%	1	25%	1	17%	4	67%	4	27%	3	17%
Sexual	4	100%	1	33%	2	50%	3	50%	2	13%	1	6%
Medical Examination	0	0%	1	50%							0	0%
Pay (Including Overtime)	0	0%	1	100%							2	12%
Promotion/Non-Selection	0	0%			2	25%			1	7%	1	6%
Reassignment	0	0%					1	100%			0	0%
Denied	0	0%									0	0%
Directed	1	100%			1	50%	1	100%	2	13%	0	0%
Reasonable Accommodation	2	67%	5	63%	6	60%	8	80%	4	27%	2	12%
Reinstatement	0	0%									0	0%
Retirement	0	0%									0	0%
Termination	0	0%	1	33%	1	50%	1	25%	2	13%	2	12%
Terms/Conditions of Employment	3	75%									1	6%
Time and Attendance	0	0%									1	6%
Training	0	0%									0	0%
Other	3	37%	2	50%	3	43%	3	75%	6	40%	1	6%

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29 CFR §1614.704(l)	29 CFR §1614.705 Comparative Data					
Complaints Pending From Previous Fiscal Years by Status	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Total complaints from previous Fiscal Years 704(l)(1)	1079	1203	1325	1590	1930	2961
Total Complainants 704(l)(2)	969	1078	113	1403	1696	2565
<b>Number complaints pending: 704(l)(3)</b>						
Investigation	2	2	7	3	13	88
ROI issued, pending Complainant's action	7	7	9	6	6	60
Hearing	892	946	1056	1353	1648	2256
Final Agency Action	132	157	134	111	147	281
Appeal with EEOC Office of Federal Operations	46	91	119	116	116	276

29 CFR §1614.704(m)	29 CFR §1614.705 Comparative Data					
Complaint Investigations	Previous Fiscal Year Data					2015
	2010	2011	2012	2013	2014	
Number Pending Completion of Investigation	571	565	750	817	634	794
Pending Investigations Over Required Time Frames	24	15	45	180	37	63